



# Building a Sustainable Future

## 2023/2024 Impact Report





# Message from our CEO

We intend for our company to be positive contributors to this world, both in our contributions through our technologies and in the standards we set for operating a company.

Focal Point Positioning's ESG initiative follows a methodical framework driving a company of like-minded employees to make it happen. Like any company starting a new and significant initiative, we are finding our way, which includes baselining our numbers, resolving processes and changing

company culture, all of which take some time. We are delighted with the progress we have made in a short amount of time, and the early data reflect a responsible company as its baseline.

The focus now is on optimising where we seek the biggest gains and lay the foundation for tackling some of the harder challenges we still face.

**Scott Pomerantz**  
CEO







# Commitment statement

Our commitment to a safe, equitable and sustainable business, drives our focus on Environmental, Social, and Governance (ESG) initiatives, ensuring that our company has a positive impact on our workforce, the environment and contributes to a more equitable future for all.

By closely monitoring global trends across political, economic, social, technological, legal, and environmental landscapes, we take a data-centric, proactive approach to understanding and mitigate our impact, creating lasting value for our shareholders, customers, and employees.

As our company continues to grow, we recognise that it is inevitable our carbon footprint will increase. We are dedicated to taking meaningful steps to offset these and through a variety of targeted initiatives, we aim to reduce our emissions to deliver both immediate and long-term benefits for the environment and society at large.

## Emission Trends

1.6k tCO<sub>2</sub>e

2024

↑ 124.06% vs previous year  
↑ 648.8% vs 2022: 216.99 tCO<sub>2</sub>e

## eNPS Score

27

↑ 4

## DEI – Female Gender

30%

↑ 2%

## DEI – Ethnicity

30%

0%

## Work / Life Balance

77%

↑ 10%

## Governance

91%

↑ 6%

- Emissions have increased as expected over the last year
- Our social goals have progressed
- Our governance goals are market-leading





# Environmental performance







# Environmental performance

Over recent years, our company has increased its headcount, necessitating a move to two new offices to support our business objectives. While this expansion has inevitably increased our overall carbon footprint by **874,000 kg co2e**, we have made positive progress within the following areas:

- A reduction in overall transportation emissions by **47%**. This includes implementation of a green Cycle to Work Scheme, car-sharing and other initiatives that have been progressed across the year.
- Moving to a corporate third party who manages sustainable business travel, we have reduced our carbon footprint in 2024 by **27%**. We have taken into account flight class, travel times relating to business flights and accommodation that considers environmental impacts.
- A reduction in Purchased Goods and Services emissions (removing Capital Goods which were accounted for in 2024) by over **40,000 kg co2e**. Noting that over 900,000 emissions come from Capital Goods which include office space, furniture and IT equipment, we remain mindful of purchasing goods and services that are environmentally sustainable.
- Increased granularity in emissions of Scope 1, 2 and 3.



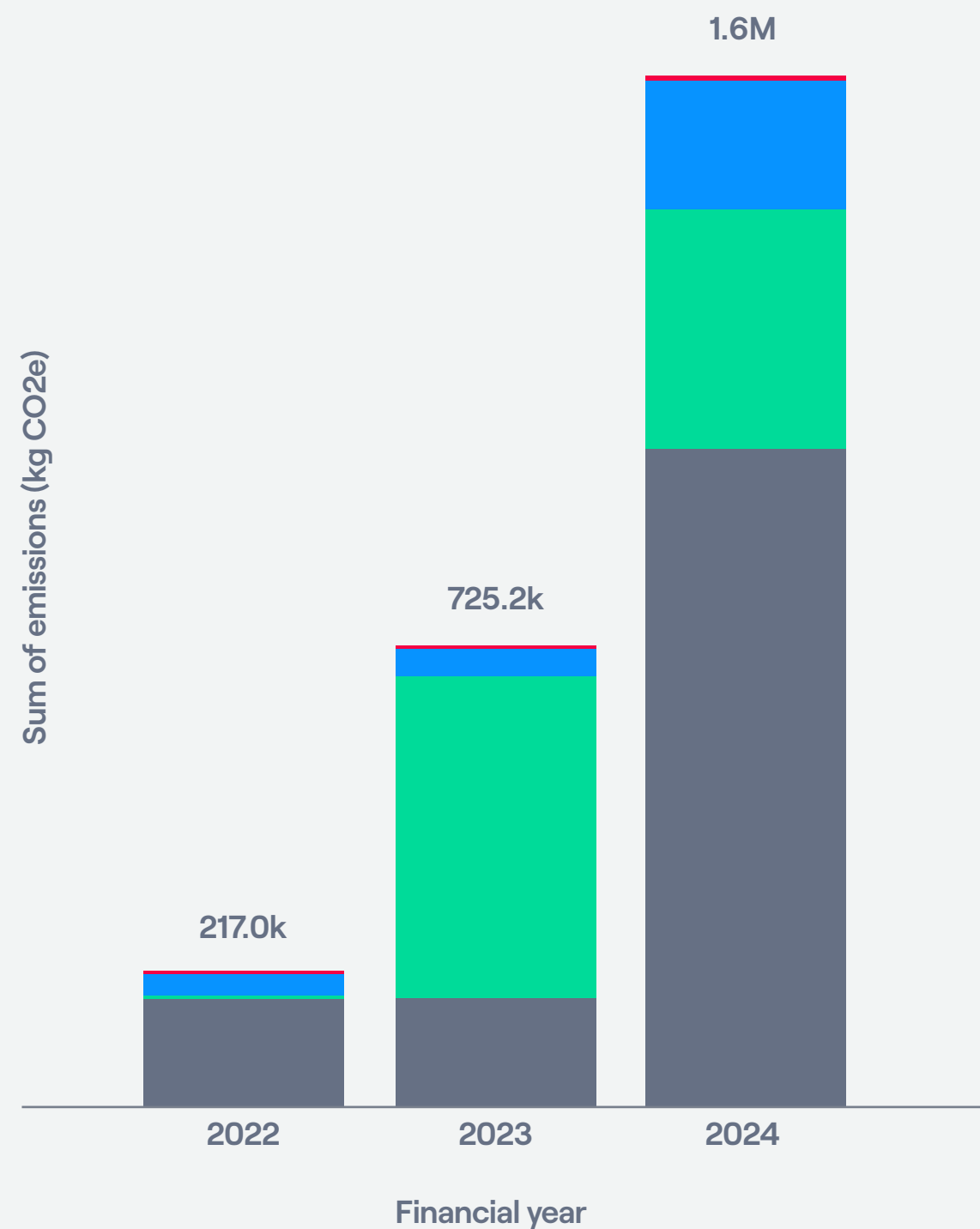
## Our committed metrics

- Adopting sustainable practices that reduce emissions from our operations
- To reduce our carbon emissions per employee by 5%
- We strive to balance business growth with comprehensive carbon reduction strategies and sustainable travel initiatives, while continually enhancing our data collection methodologies



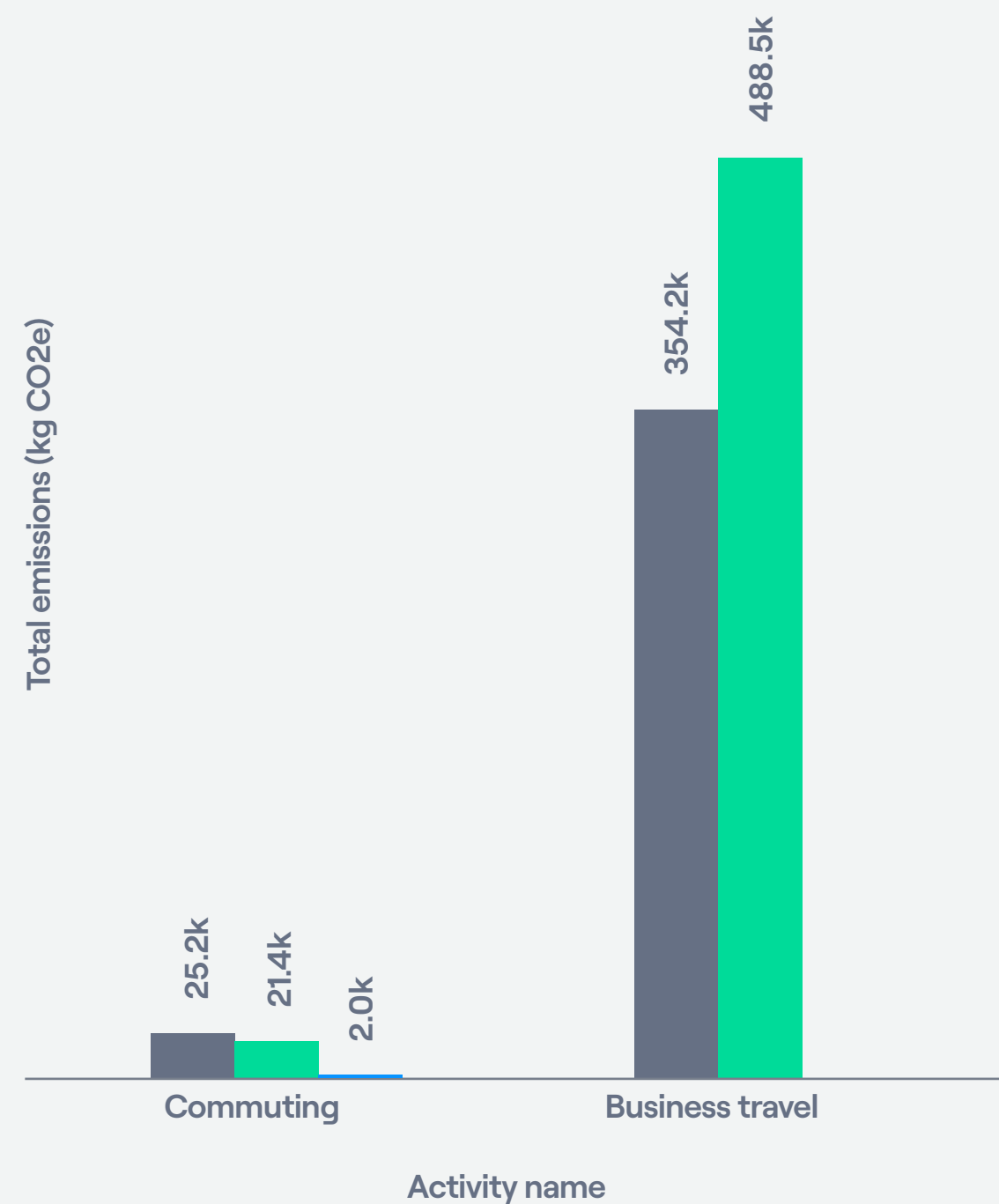
### YoY Total Emissions

● Purchases ● Transportation ● Utility use ● Waste generation



### YoY Total Transportation Emissions

● 2024 ● 2023 ● 2022





Whilst progress has been made, we remain transparent about our reasons for the increase in environmental emissions. Further details below highlight some key areas that we continue to actively monitor:

## Scope 1 and 2

When expanding our office space, we considered several environmental factors in our decision-making process from office locations with strong transport links to minimise employee commuting emissions (Scope 3) and prioritising energy-efficient features such as advanced lighting and heating systems.

By proactively addressing these environmental factors that are directly within our control, we have been able to maintain relatively low Scope 1 and 2 emissions. Whilst we remain mindful of a **7% increase** in these emissions, the increased accuracy in our annual reporting has provided us with a better understanding of the exact sources of emissions. This allows us to target the most significant contributors and implement targeted reduction strategies.

## Scope 3

Scope 3 remains our largest contributor, and we will narrow our focus on the following Top 3 areas:

- Capital goods
- Third party travel/transportation
- Indirect purchases

The increased emissions from capital goods (Scope 3) has been a result of improving the design of our office spaces in Cambridge and Bristol (functionality, furniture and design) and in doing so, we ensured that any purchases were ethically sourced and sustainable in their approach.

Business travel is a vital component of our growth strategy as we continue to foster deeper client relationships, build stronger internal teams and ultimately drive commercial success. Whilst we aim to look at greener initiatives and how we can improve our travel emissions, we recognise that sustainability has to live alongside financial targets, operational needs, and client expectations.

Operating in the technology space, we purchase IT equipment on a regular basis and this is a contributing factor which will always increase alongside the scaled growth of our organisation. We are mindful of our purchases and intend to review our current suppliers to align with our sustainability goals.



# Objectives for 2025

- Continue to improve the accuracy of reporting on Scope 1, 2 and 3 emissions
- Look to achieve a reputable carbon certification
- Assess the cost of carbon offsetting initiatives (impact vs cost)
- Identify top carbon hotspots from our Scope 3 emissions and screen suppliers for carbon efficiency and modern slavery due diligence
- Assess the opportunity for a green travel programme







# Social responsibility





# Social responsibility

We have invested heavily in driving improvements in our ethical and social responsibilities. We recognise that partnering with organisations that promote STEM and/or under-represented communities can add significant value to our diverse culture. Organically growing our organisation over the last few years, we have partnered with three organisations that are committed to helping us reach our goals. Our proposed scaled growth will allow us to expand this further into communities and educational institutions.

This ties in with our objectives to increase both female gender and ethnic representation within our organisation. Focussing on data-driven practices for hiring, diversity and inclusivity provides us with the right information and self-awareness of the current status. With this in mind, we continue to remain balanced on hiring excellent talent and skill that helps our organisation reach commercial success. Can we do more? Absolutely.

In line with our core values, engagement remains a key focus and regularly tracking our eNPS scores allow us to gauge satisfaction across the organisation. Positioned at a score of 27, we are on track to continue stretching towards our 2030 target. Keeping employees engaged and actively involved in our ESG efforts, we expect to see significant improvements in our organisation's sustainability, culture, and overall performance.

Career development and flexible working are two additional pillars of employee engagement and wellbeing. Over the last year, we have focused on workforce planning with senior leaders, ensuring our organisation is ready to scale in line with commercialisation. We have increased time spent through peer-to-peer learning and regularly recommend or invite our people to consider courses that will only strengthen their skill sets. Gone are the days of rigid working structures, and we advocate for our people to work flexibly to suit their lifestyle and meet the demands of our customers.

This approach continues to provide positive benefits and is a reflection of our 98% retention rates to date.

## Our committed metrics



- To partner with at least five organisations that promote STEM and/or underrepresented communities in the technological space
- Implement active learning & development and progressive career paths
- Increase our eNPS to 30 or above
- Increase the percentage of women across all levels of our organisation to 35% whilst extending our ethnic representation to 40%
- Maintain over 90% survey result that people of all cultures/ backgrounds are valued within FocalPoint
- Continue to maintain 100% compliance on regulatory ethical standards
- Ensure employee work-life balance remains at 75% or above
- Continue to provide educational learning and awareness to support our people in the workplace





# Objectives for 2025

- Track learner time (no. hours spent in upskilling/training)
- Improve our talent development roadmaps (workforce and succession planning)
- Expand our partnerships with organisations / educational institutions that focus on STEM or under-represented communities
- Review initiatives that can benefit both our local communities and our employees
- Extend our employer brand marketing efforts, focussing on company culture to increase job applications reaching a broader range of candidates







# Governance enhancements





# Governance enhancements

We continue to hold ourselves to the highest standards and our policies are designed to reflect our commitment to best practice, promoting a fair, consistent, ethical culture.

Our recent investor reporting highlighted our strong governance practices, reflected in an average Governance score of 91%. We actively maintain this high standard by continuously monitoring and implementing measures to mitigate risks related to ethical misconduct, regulatory violations, and reputational damage. For example, recent upgrades to our device management platform and operating systems have not only strengthened FocalPoint's information security but have also streamlined our internal processes, positioning us for future technological advancements and scalability.

We also recognise the positive trend of increasing female representation across the Board and C-Suite positions in the Technology industry. FocalPoint is committed to this change, and we continuously review our practices to identify opportunities for greater participation. This commitment to equitable practices extends to our business decisions, including our investor portfolio expansion and ongoing assessments of gender pay equity within our organisation.

## Our committed metrics



- Ensure good governance is integrated within our company and assessed, monitored and aligned with our organisational strategy
- To increase our Governance reporting from 90% to 95% across the next five years
- We strive to continually monitor and forecast potential risks across our business, increasing the strength of our governance processes and promote sustainable, compliant and ethical business practices
- Promoting a comfortable working environment where every employee's rights are valued
- Continue to maintain 100% compliance on regulatory ethical standards





# Objectives for 2025

- Achieve an IT-accredited, governance certification
- Continue working alongside our Board of Directors and C-Suite on gender/ethnicity and the future growth of FocalPoint
- Continue our progression towards improved gender pay







# Looking ahead

We remain committed to transparency as we report on our environmental, social, and governance initiatives, goals, and progress. In an agile and rapidly evolving sector, our approach is forward-looking and grounded in our ambitions, informed by current business intelligence and our vision for the future. While we recognise that our goals are subject to inherent risks and uncertainties, we remain dedicated to navigating these challenges with clarity and focus.

This year, we are committed to refining our ESG strategies, continuing to enhance our reporting accuracy, and aligning our actions with global standards to ensure measurable progress. We will engage more deeply with our employees, third parties, and clients to create lasting change and unlock new opportunities for growth and value creation. Together, we look ahead to a future where our commitment to ESG principles contributes to a more sustainable, equitable, and responsible world.



# About FocalPoint

Our mission is to improve the lives of everyone who relies on positioning technology. Chipset manufacturers and automotive OEMs partner with us to enhance the capability of their devices and improve the lives of billions of people who rely on location technologies.

## Where we are

Our head offices are in Cambridge and Bristol, UK, and we have employees and local representatives in the USA, Japan, Korea and Europe.



## Awards & recognition

Our team has received recognition from across the globe for their groundbreaking work.



Business  
Award for  
Innovation  
2023



Award for  
Technical  
Achievement



Per Enge  
Achievement  
Award



Signals  
Leadership  
Award



32 innovators  
making the  
world a better  
place



W.G.P. Lamb  
Award



Security  
Innovation of  
the year



Self-Driving  
Industry  
Awards 2024  
- V2X

# 198

global patent filings across  
48 patent families

# 300+

combined years of experience in PNT

# 8

awards received

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